

Glossary

- **Benefits package:** a set of benefits, compensations, supplementary payments, and statutory and additional services provided by the employer to employees on top of their salary.
- **Business units:** subsidiaries of MMC Norilsk Nickel.
- **Certification:** confirmation of compliance of qualitative characteristics with quality standard requirements.
- **Charitable activities:** the Company's voluntary transfer of property, including cash, free works and services, and other support, to legal entities or individuals free of charge or on preferential terms.
- **Collective bargaining agreement:** a legal instrument governing social and labour relationships within a company or a sole proprietor business and signed by representatives of employees and the employer.
- **Compliance:** conducting business in line with the requirements of government authorities, applicable laws, regulations, guidelines, and standards, including internal corporate policies and procedures, as well as ethical business practices.
- **Corporate culture:** a set of standards, values, and beliefs that determine the way a company addresses the matters of internal integration and external adaptation, guide and motivate employees on a daily basis, and evolve under the influence of their behaviour.
- **Corporate social responsibility:** a corporate behaviour philosophy and a concept applied by the business community, companies, and individual businessmen in shaping their activities to meet stakeholder expectations and contribute to sustainable development.
- **Employee development:** a set of initiatives implemented by the Company to attract, onboard, and retain employees, and to fully unlock their professional and creative potential.
- **Environmental protection and resource efficiency:** corporate programmes aimed at minimising the Company's environmental impact.
- **Global Reporting Initiative (GRI):** an independent organisation developing sustainability reporting guidelines and standards.
- **Health and safety:** an occupational health and safety protection system that encompasses legal, social, economic, organisational, technical, sanitary, hygienic, healthcare, rehabilitation, and other activities.
- **HR management policy:** an end-to-end integrated HR management system that covers all stages of employee–employer interaction, from recruitment and hiring to retirement and post-retirement support.
- **HR policy:** a set of standards, rules, regulations, concepts, and goals determining the Company's HR management practices (human resource planning and record keeping, recruitment, onboarding, training and development, management, remuneration and motivation, performance assessment, social security, etc.) in line with its development strategy.
- **Human rights due diligence:** a set of measures that includes assessing impacts and risks in the value chain and conducting business responsibly in order to prevent and mitigate human rights abuses and hold businesses accountable for such abuses in which the businesses may be implicated through their own operations or relationships.

- **Kola site:** the Company's nickel refining hub on the Kola Peninsula in the Murmansk Region.
- **Local communities:** the population with Russian citizenship.
- **Mediation:** an alternative dispute resolution method based on finding a mutually acceptable solution through the mediation of an impartial third party (independent expert).
- **Minetoken:** a digital financial asset linked in value to an MMC Norilsk Nickel share.
- **Mission:** the purpose and reason for the organisation's existence that sets it apart from other similar entities
- **Motivation:** tools and methods of boosting staff performance and productivity, motivating an employee or a group of employees to achieve corporate goals.
- **Norilsk Industrial District:** the territory of municipalities, which includes the city of Norilsk, the Taimyrsky Dolgano-Nenetsky Municipal District, and the Turukhansky District.
- **Norilsk site:** Group branches and business units located on the Taimyr Peninsula in the north of the Krasnoyarsk Territory. This is where the Company's largest deposits are being developed. This production asset operates a full metals production cycle – from ore mining to the shipment of finished products.
- **Occupational disease:** a health condition that arises and develops as a result of systematic and prolonged exposure to workplace factors specific to a given occupation or to a combination of working conditions characteristic of a particular production environment.
- **Payroll:** the total amount allocated for employee compensation (wage fund) and social benefit payments.
- **Permafrost thawing:** a process whereby soil receives heat in a quantity sufficient for its natural negative temperature to increase to 0 °C and also for its disseminated ice to thaw.
- **Risk:** a negative factor that may result from current processes or future events and potentially impact the Company's ability to achieve its goals.
- **Safe working conditions:** working conditions where exposure to work-related health and/or injury hazards is prevented or controlled within the set limits.
- **Senior executives:** the President, Vice Presidents, heads of departments in case of the Head Office, and CEOs and their deputies in case of entities located in the Norilsk Industrial District and on the Kola Peninsula.
- **Significant locations of operation:** Russian regions where the Company's core production is concentrated and key assets in terms of headcount (1 thousand employees or more) are located: the Norilsk Industrial District, the Krasnoyarsk Territory (excluding the NID), the Kola Peninsula (Murmansk Region), the Trans-Baikal Territory, Moscow, and other Russian regions.
- **Social partnership:** a framework of relationships among employees (their representatives), employers (their representatives), and federal and local government authorities, aimed at reconciling the interests of employees and employers on matters pertaining to the regulation of labour relations and other directly associated matters.

- **Social programmes:** voluntary corporate initiatives pertaining to employee development and motivation, creating favourable working conditions, promoting corporate culture and charity, and supporting local communities. These initiatives are implemented on a regular basis in line with the Company's business strategy and are aimed at balancing the interests of various stakeholders. From a management perspective, a social programme is a set of initiatives carefully planned in terms of resources, workforce, and timeframes and efficiently addressing the Company's internal or external social objectives.
- **South Cluster:** Nornickel's promising project to develop reserves in the northern part of the Norilsk-1 deposit.
- **Stakeholder engagement:** the Company's activities aimed at identifying stakeholders' expectations and concerns and their engagement in the decision-making process.
- **Stakeholders:** individuals, legal entities, groups, associations, and other organisations whose interests may be affected by the Company's operations, as well as parties that may influence the Company. Stakeholders include the Company's shareholders, investors, employees, suppliers, contractors, consumers, trade unions and other non-governmental organisations, federal and local authorities, mass media, residents of the Company's regions of operation, and others.
- **Standard:** a procedural document containing a set of requirements for various aspects of activities.
- **Sulphur Project:** Nornickel's largest and most important environmental initiative, providing for a phased reduction of sulphur dioxide emissions in the Norilsk Industrial District and on the Kola Peninsula, as well as for the establishment of green production.
- **Sustainability Report (non-financial report):** an accessible, accurate, and balanced description of the main aspects of the Company's activities and achievements pertaining to its values, goals, and sustainable development policy and addressing the issues most relevant to its key stakeholders. This is a way of publicly informing shareholders, employees, partners, and other stakeholders of the Company's progress

- and pace towards its goals and objectives set out in its mission or strategic development plans, with respect to financial and environmental stability and social well-being.
- **Sustainable development:** a concept of global community development defined by the UN, which acknowledges the role of business in ensuring the sustainable development of society and takes into account the interests of both present and future generations.
 - **System Analysis Programme Development Governance, Risk, and Compliance (SAP GRC):** an SAP-based information system combining three main components – corporate governance, risk management, and compliance.
 - **Tailings storage facility:** a facility encompassing dedicated structures and equipment designed for the storage or disposal of radioactive, toxic, or other tailings resulting from the concentration process.
 - **The Nornickel (Norilsk Nickel) Group:** for the purpose of the 2024 Sustainability Report, PJSC MMC Norilsk Nickel and the entirety of Russian business units forming the Norilsk Nickel Group. Unless otherwise stated or required by the context, the “Company”, the “Group”, “Nornickel”, or “Group companies” refer to the Nornickel Group.
 - **Top management:** the President, First and Senior Vice Presidents, Vice Presidents, members of the Management Board, and heads of departments of MMC Norilsk Nickel; directors of branches of MMC Norilsk Nickel and their deputies; and sole executive bodies (directors and CEOs) of Group companies and their deputies.
 - **Unit of the Company's Head Office:** a department, office, or any other unit that is included in the organisational structure of the Company's Head Office, as approved by the President of MMC Norilsk Nickel, and/or operates based on a staffing list approved by the Senior Vice President – Head of HR, Social Policy, and Public Relations.
 - **Young talent:** graduates of universities and colleges whose post-graduate experience does not exceed three years.

The glossary of abbreviations as well as technical and other terms is available on [Nornickel's official website](#).